



EMPLOYEE PERSONNEL ACTION FORM

DATE: 11/14/18 JOB ORDER #: _____ (If applicable only) EMP. # 5110528
 EMP. NAME: DAVID E. WHITE LAST 4 OF SS #: [REDACTED]

RECOMMENDED ACTION:

☐ TRANSFER ☐ PROMOTION ☐ MERIT INCREASE ☐ REMOVE FROM PROBATION
☐ RETIREMENT ☐ RESIGNATION ☐ DISMISSAL ☒ OTHER Re-Assignment *gab*

If Transfer/Promotion to New Position: Req. to Drive? _____ Driving Waiver? _____ Safety Code: _____

If Transfer to PT Position: Will PT Emp. exceed 1,000 hours in a Year? _____ Weekly Hours PT position budgeted for? _____

EFFECTIVE DATE: November 09, 2018 TIME: 5:00 p.m. POSITION #: 11LTNANT-004

EXPLANATION: Mr. White has been reassigned to Lieutenant Position.

From: JOB TITLE: CHIEF OF POLICE *Only Fill "FROM" if Transfer/Promo/Increase
 GRADE: _____ ANNUAL SALARY: 115,610.5132 *gab* ~~\$96,342.1008~~ HRLY RATE: 55.5820 *gab*
 BI-WEEKLY SALARY: 4,446.5582 *gab* (Exempt Position Only)
 FUND: _____ G/L ACCT. #: _____

To: JOB TITLE: LIEUTENANT
 GRADE: _____ ANNUAL SALARY: \$75,652.1090 *gab* HRLY RATE: \$36.3857
 BI-WEEKLY SALARY: _____ (Exempt Position Only)
 FUND: _____ G/L ACCT. #: _____

SUPERVISOR NAME & TITLE: ORLANDO GARCIA, ASSITANT CHIEF OF POLICE

DEPT.: POLICE DIVISION: PATROL *gab*

ACTION RECOMMENDED BY:

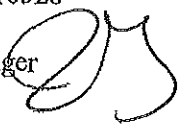
APPROVED BY:

<u>[Signature]</u> SUPERVISOR	DATE <u>11-14-18</u>	<u>[Signature]</u> HUMAN RESOURCES DIRECTOR	DATE <u>11/16/18</u>
<u>[Signature]</u> DIVISION HEAD	DATE <u>11-14-18</u>	<u>[Signature]</u> CIVIL SERVICE DIRECTOR	DATE <u>11/16/18</u>
<u>[Signature]</u> DEPARTMENT DIRECTOR	DATE	<u>[Signature]</u> CITY MANAGEMENT	DATE

HUMAN RESOURCES USE ONLY

Payroll Effective Date: _____ Anniversary Date: _____
 Probation Review Date: _____ Last Perform. Review Date: _____
 ML: gab PA: _____ GEMS: gab Reviewed: _____




TO: David White, Employee No. 5110528
FROM: Juan G. Guerra CPA, City Manager 
DATE: November 9, 2018
RE: Reassignment from Chief of Police to Lieutenant

In accordance with Local Government Code Chapter 143.013, this letter is to notify you that at 5:00 p.m. today, you are being removed from the position of Chief of Police and reassigned to the position of Lieutenant.

Due to this reclassification, you are eligible for overtime compensation for any time worked over 40 hours in a workweek and compensatory time. Your hourly/salary is \$36.3857/\$75,682.1690. Your benefits will remain unchanged and this will not affect your status as a Civil Service employee.

If you have any questions, please contact my office at 956-388-8207.

Acknowledgement of receipt:

~~(letter presented to you 11/9/2018)~~ 



Employee Signature

11-14-18
Date

Xc: Juan G. Guerra, City Manager
Sonia Marroquin, Assistant City Manager
Belinda Torres, Civil Service Director
File

THE CITY OF Edinburg

TO: David White, Police Chief

FROM: Juan G. Guerra, C.P.A, City Manager

SUBJECT: Removal of Department Head Appointment

DATE: November 9, 2018

This memorandum serves to communicate your unsatisfactory job performance as follows:

After a review of reported public safety statistics, the Edinburg Police Department received a C+ rating based on violent crimes & property crime rates; a safety score of 60 out of 65 cities in Texas over 50,000 population; a 95 out of 117 cities in Texas Best & Worst cities for Texas Families; and an F rating for all reported annual crime.

In addition, a recent employee survey conducted of police department personnel in October 2018 revealed a disconnect between leadership and staff as well as management's ineffective use of resources to motivate and develop a functioning team to keep residents safe. *Please be advised due to your unsatisfactory job performance as mentioned you are being reassigned as per Texas Local Government Code Section 143.013 effective immediately.*

CERTIFICATION OF SUPERVISOR:

I certify that I have made no willful misrepresentations in this report, nor have I withheld information. All actions indicated above, the reasons for these actions and their implications have been discussed fully with the employee; and, to the best of my knowledge, the employee understands the offense which has been committed, the penalty which is being administered, and the next level of discipline which will be applied should another violation occur.

Print Name: Juan Guerra

Signature: [Signature]

Title: City Manager

Date: 11/9/18

CERTIFICATION OF EMPLOYEE:

I hereby acknowledge that I have received a copy of this report and confirm that the above offense and the reasons for this action have been explained to me, that I understand these instructions fully, and acknowledge that should another offense be committed, I will be subject to ~~Further disciplinary action, up to and including termination of employment.~~

Employee Signature: [Signature]

Date: 11-9-18

xc: Personnel File



City of Edinburg

Regional Unbiased Safety Comparison

As of 11/9/2018

<u>Website</u>	<u>Public Safety Concentration</u>	<u>Edinburg</u>	<u>Mission</u>	<u>Pharr</u>	<u>McAllen</u>	<u>Score Purpose</u>
niche.com	Crime & Safety	C+	B	B-	B-	Based on violent crimes & property crime rates
safehome.org	Safety Score	60	23	25	34	Out of 65 cities in Texas over 50,000 population
wallethub.com	Education, health & safety	95	53	61	56	Out of 117 cities in Texas Best & Worst cities for Texas Families
areavibes.com	Crime	F	B	C+	B-	All reported annual crimes

Note: Worse ranking per webpage highlighted in yellow

City of Edinburg

Anonymous Employee Survey

Taken October 2018

POLICE

- 1 31% Have not been given opportunities to grow professionally with training and constructive feedback
- 2 29% Do not feel like they are involved in a team atmosphere and their opinion matters to supervisor
- 3 44% Do not feel like promotions are fair and equitable
- 4 52% Do not feel like their work is genuinely rewarded and praised
- 5 52% Do not know the City's core values
- 6 30% Do not believe in Edinburg PRISM
- 7 54% Do not know what the City's mission is
- 8 60% Do not know what the City's vision is
- 9 18% Do not feel like they are treated with respect (35 people)
- 10 34% Do not believe management will take action to improve their work environment
- 11 69% Are not aware of the lighthouse service
- 12 22% Are not comfortable speaking to supervisor about departmental problems

Note: There were just over 20 questions, identified above are the areas of concern and need for improvement

Conclusion: Management is ineffective in utilizing the resources to motivate and develop a functioning team to keep residents safe